Team Concept Wars
You are not alone. pp. 4-5

Joint Council Reform
New policies in Ohio? p. 6

Old Guard Fined
Election officer ruling. p. 7

Rank & File Victories
Hoffa's kiss of defeat. p. 8

TEAMSTER CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Feb. 1996 #147

Old Guard, New Tricks

Ken Paff
TDU Organizer

Everyone is talking about "democracy" these days in the Teamsters. How things change!

Just a few years ago, the old guard leadership hated the word. They said we had all-knowing leaders at all levels. "Dissident" was a dirty word, and sometimes even a dangerous one.

In 1991 the majority of the officers in this union went to the IBT Convention and voted – right out in public! – to take away your right to elect delegates to the IBT Convention. Their arrogance was right up front.

Then came the slap that hit those officers hard across the face. Dec. 11, 1991.

I was there. I was talking to an official from Memphis, now retired, who came to Washington, D.C., to observe the counting of the first-ever rank and file balloting. He told me, "Your guy [referring to Ron Carey] may get up to 20 percent in our local, that's not bad." He was being polite.

The next day, Carey won that local by a landslide. And the whole union with it.

Some of the old guard, the smarter ones, realized they could not just denounce democracy anymore. If they wanted to get back in total control, they had to put on a new face, a new image.

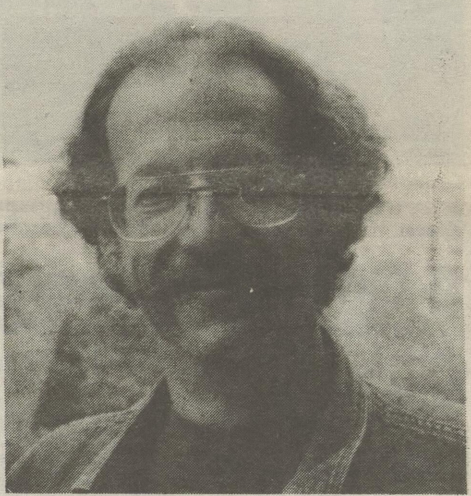
They hired a San Francisco PR firm, Delacorte/Shinoff, with your dues money, to devise a plan. This plan says they have to talk about democracy, and reform, and pretend they are all for it. They have to call Ron Carey a dictator. They even are told to refer to themselves as "dissidents." It says that in black and white. (The Election Officer has just ordered them to repay $79,398 to the union treasury for using union funds for these purposes, after TDU members protested it. See page 7.)

They've got a front man with name recognition: James Hoffa Junior. Now that's a well known name! He's got no record of doing anything, and their PR men figure that's even better.

They are calling themselves reformers as they run for delegate. Sometimes they say some pretty good stuff, or at least it sounds good. They definitely are not telling you that they want to take away your right to vote, though a poll of these officers showed that 90 percent want to take away that right.

It's not as easy anymore to tell who's who and what's what. Democracy means we have to inform ourselves. How can we tell what is the real reform and what is fake reform? These are damned important questions to anyone who cares about rebuilding a strong Teamsters union and a strong labor movement.

continued on page 9



Who is this man, and why is Junior Hoffa afraid of him? See "Hoffa in Fear" page 6.

✔ *Right to Vote for IBT officers and delegates*
✔ *Majority Rule on Contracts and supplements*
✔ *An Ethical Practices Committee to combat corruption*
✔ *A strong, well-funded International union*
✔ *The power of the elected Teamster president to put corrupt locals into trusteeship*

Think these things are automatically ours?
Think again.
Teamster democracy doesn't come easy. It takes hard work by members like you to keep the rights we've got, win new ones, and build a strong union.
TDU is an non-profit, non-corruptible organization that works to make it happen. Be part of the solution.

Join TDU today.

TDU MEMBERSHIP APPLICATION

Name ______________________ Local # ______
Address ______________________
City ______________ State ______ Zip ______
Phone (   ) ______________ Company ______________
☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other __________ Optional: Spouse's name ______________
☐ $35 one-year's membership & subscription to *Convoy Dispatch.*
☐ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)
☐ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.
☐ Check or money order
☐ Mastercard/Visa # ______________________ Exp. date ___/___
Date ____________ Signature ______________________

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210
TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

TEAMSTERS LOCAL 377
Youngstown, Ohio

Victories in Ohio

Ron Carey swears in the newly elected officers and agents of Youngstown, Ohio, Local 377 in front of a packed hall of 600 Teamsters. Similar crowds of Teamsters were present at public meetings and swearing-in events of new officers in Akron Local 24, Columbus Local 284, and Cincinnati Local 100 on Jan. 13-14. In Cincinnati, Bill Wright and other officers had recently been re-elected.

UNION SOLIDARITY

IBT Stops Bad NAFTA Regs

Swift action by the International union, Teamster locals and other concerned organizations, prevented the start of new NAFTA regulations on cross-border trucking. The new rules, scheduled to be in place Dec. 18, would expand the area in which unsafe trucks from Mexico would be able to travel. If the new regulations were implemented, trucks now restricted to a 25-mile border zone would be able to travel anywhere in the states bordering Mexico.

On Dec. 15, the International petitioned the U.S. Circuit Court for an emergency stay on the regulations, stating that the Interstate Commerce Commission (ICC) rules failed to ensure that Mexican carriers would be running equipment meeting U.S. safety standards. Instead of requiring inspection, the ICC rules would permit Mexican carriers to fill out a two-question form, vouching for the state of the trucks and drivers on U.S. roads.

The union presented evidence that current border freight traffic from Mexico often does not have proper licensing, insurance or safety placards, even when the cargo contains hazardous materials. The union was joined by several major environmental organizations, such as Arizona Citizen Action, in calling on the delay.

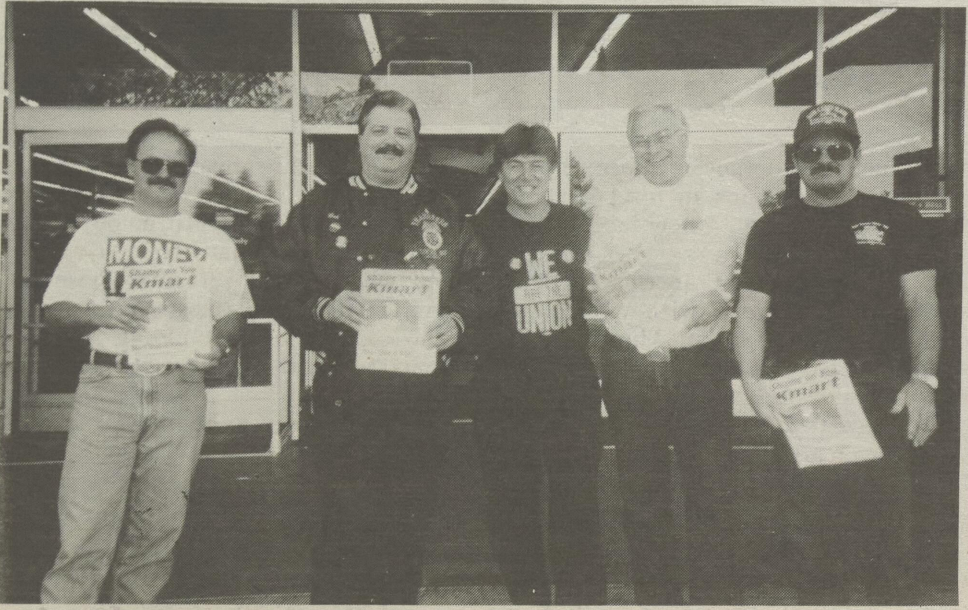
The pressure created by the union and their allies compelled the Clinton administration to freeze the implementation while more study is done. Transportation Secretary Federico Peña was quoted by Reuters news service as saying negotiations were needed to "further improve" truck safety rules.

Member Actions

Along with legal action, Teamsters took to the streets to demand a delay in the NAFTA implementation. Activists demonstrated in California, Arizona and at other border crossing locations. On Dec. 18, members of IBT Local 104 participated in a large demonstration at the Nogales, Ariz., crossing. Frieda Burgan, TDU ISC member, reports that at one point over 800 trucks were waiting for inspection. The few inspectors on location found trucks that had bald tires, busted rims, no front brakes, drivers without HazMat training or proper licenses, no insurance and more. In many cases, Mexican carriers do not have to comply with the same rules and requirements as U.S. carriers.

Limited Enforcement

Enforcement of current regulations is extremely limited. Statistics show that border states are woefully unable to police the current traffic. In California, only two percent of the vehicles crossing from Mexico are inspected. In Arizona, it is as low as one-half of one percent. Meanwhile, insurance documentation requirements passed by the Arizona legislature were suspended, due to the lack of notification to Mexican drivers.



Local 287 members Jack Hampel, Bob Blanchet, International vice president Ken Mee, and Jerry Hudson join Detroit newspaper striker *Paul Kello (center) to leaflet a San Jose, Calif.*, Kmart. Kmart has been targetted for continuing to advertise in the scab Detroit papers.

A Gift of Solidarity at the Holidays

Activities by Teamsters nationwide on behalf of the striking Detroit newspaper workers continues. New York Local 966 responded to an appeal by the International union to participate in the Adopt-A-Strike Family program. The local was asked to purchase food, supplies and gifts for the striker's large family at the holidays. However, members of Local 966 wanted to let their striking brothers and sisters know that their help was not charity, but solidarity. So they pooled the $1,000 collected and purchased grocery and toy store gift certificates, allowing the family to have a holiday of their own, preserving their pride and dignity during this difficult time. The Detroit newspaper strike is entering its sixth month in January.

Pennsylvania Joint Council 53 has been in the forefront of solidarity activities, sending over three truckloads of food since the start of the strike, with more on the way. As JC 53 president John Morris put it, "an army runs on its stomach."

Teamster Community Services

Much strike solidarity work is being coordinated by a new department at the International. The Dept. of Community Services works to bring a Teamster helping hand to people in need – on the picket lines in Detroit, at times of natural disaster or whenever a local group needs help. Building links between the union and the community at large has been a focus of the Ron Carey Administration.

For more information on the Dept. of Community Services, contact the International union, 25 Louisiana Ave., N.W., Washington, DC 20001.

Index

Freight News....................p. 3
United Parcel Service.......p. 4
Carhaul News ....p. 5
Inside Our Union .... pp. 6-7
Election News............ pp. 8-9
TDU, Local Union News p.10
Letters ....p. 11

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 138
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Mike Turnure, Minneapolis Local 320

Members:

George Beam, Lexington, Ky., Local 651
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
James Jacob, Providence, R.I., Local 251
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Lucio Reyes, Stockton, Calif., Local 601

Alternates:

Bob Blanchet, San Jose, Calif., Local 287
Alex Adams, Cleveland Local 407
Willie Smith, Columbus, Ohio Local 413

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers – every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1995 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT NEWS

Akron, Ohio, Local 24

Freight Teamsters Vote Reform

In December Jake Adams and a reform slate swept Akron, Ohio, Local 24, defeating incumbent John Mozena. The vote was 1,016 to 631 in this freight local.

Elected with Adams were Jack Widmer, secretary-treasurer; Harry Whitcraft, vice president; Al Stapleton, recording secretary; Dan Kolasky, Bill Rhine, and Jerry Lamm, trustees; and Kenny Ramser and Travis Bornstein, business agents.

Junior Hoffa personally campaigned hard for Mozena, but to no avail (see article page 8). After his defeat the old guard rewarded Mozena's loyalty by immediately putting him on the payroll of the Ohio Conference.

Ron Carey swore in the new officers on Jan. 13 to a packed hall of over 500 Teamsters.

The new officers report that files and papers were dumped from the office and numerous grievances went neglected after the election but before the end of the year.

Teamster Official Jumps the Fence

Teamster Western freight chairman Jim Roberts jumped the fence on Jan. 10 to become the employer chairman for the NMFA carriers in the West. He literally moved from union chair of the Joint Western Area Committee (JWAC) to the employer chair. He reportedly quadrupled his salary in the process.

In talking with dozens of rank and file freight drivers and elected Teamster officers in the West, every single one said Roberts landed right where he belongs. Several commented that he should have been there long ago, since he was better at representing employers than Teamster members.

Ron Carey immediately named Jim Minisci, secretary-treasurer of Local 578 in Los Angeles, as the interim Western freight chairman, a move that was well received by those we spoke with. Carey had allowed Roberts, an old guard holdover, to retain his post because Roberts kept politics out of his job and worked as a professional. Unfortunately those qualities did not make him the man to stand up to the carriers and help build our union in freight.

Right to Campaign at Airborne Express

Bob Blanchet wasn't going to let his employer stop him from wearing a Ron Carey campaign button. So when management at Airborne Express in San Jose, Calif., tried to do just that, he sought counsel from TDU and also filed an election protest.

He's still wearing his Carey button, thanks to his action and representation from TDU attorney Paul Levy. Airborne settled the issue by agreeing that campaign buttons up to two inches in size can be worn.

You have a right to campaign, and if your employer tries to violate the Election Rules, do what brother Blanchet did. Call TDU, learn your rights, and then enforce them.

Blanchet has since become an alternate delegate to the 1996 convention.

Indianapolis Roadway

Teamsters Firing Teamsters?

In December the International union put an end to an agreement made in Indiana to have Teamster drivers recommend punishment, even including discharge, for fellow Teamsters at Roadway Express. IBT Freight Director Dennis Skelton threatened legal action if the "Accident and Injury Review Board" was not ended immediately.

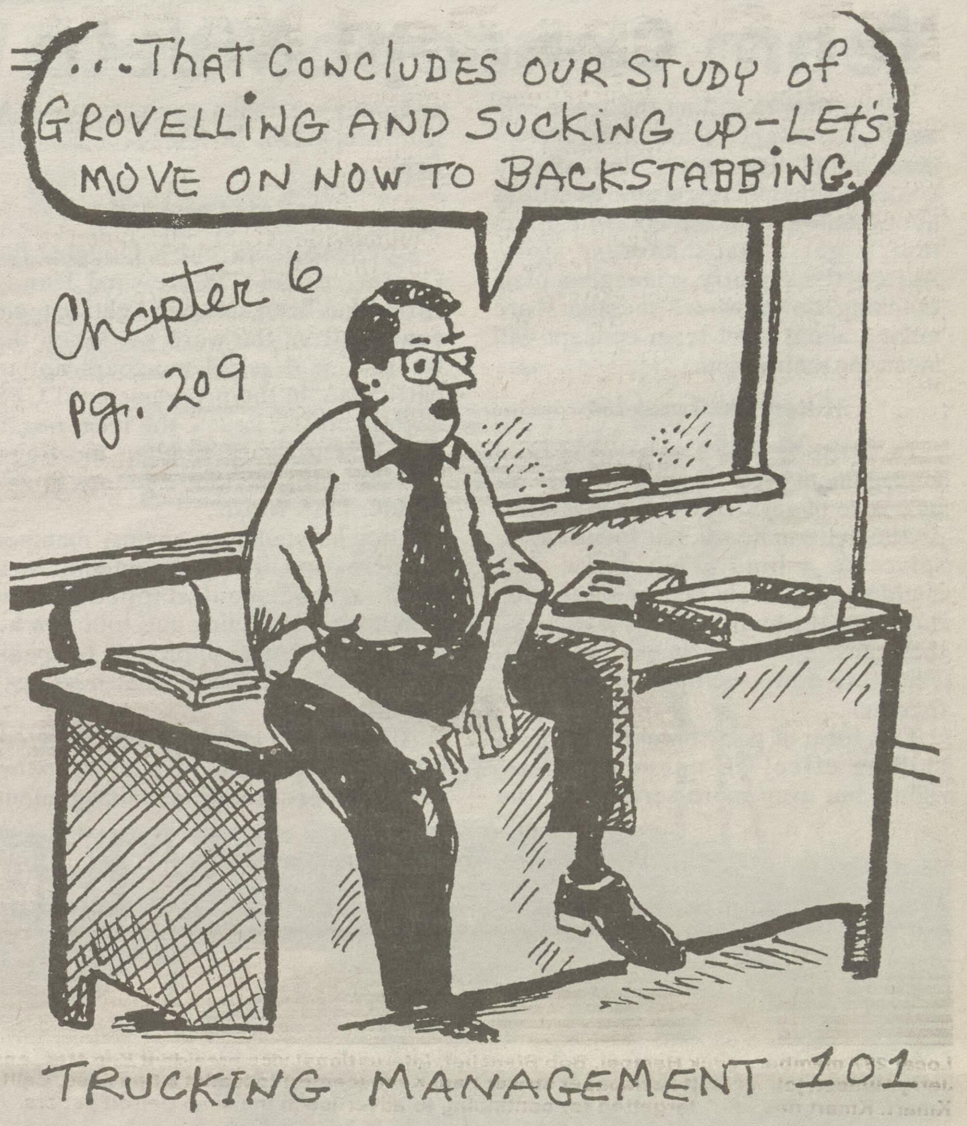
The side deal signed by Local 135 president John Neal and Roadway management provided for a nine-person board to judge Teamsters involved in either accidents or on the job injuries and recommend what kind of discipline, if any, should be given. The nine would include elected drivers and appointees by the union and by management. If the board recommended no discipline, management would not be required to follow that.

The deal was promptly stopped by the International, but shows the potential divisive effect that "team concept" schemes can have on our union. Imagine how you would feel if you lost your livelihood and future pension on the recommendation of a select group of your co-workers.

Hyman Profit Sharing

Hyman Freightways Teamsters approved a 15 percent Article 6 profit-sharing agreement in January. Hyman is a small regional carrier in the upper Midwest under the NMFA, one of the few remaining unionized ones operating.

The Teamsters had just rejected a similar deal. The company then sweetened the pot slightly by agreeing to more generous profit sharing and lowering the bar to trigger pay-outs to employees. The Teamsters national freight committee then authorized a second vote, which carried easily with some 86 percent voting yes.


...THAT CONCLUDES OUR STUDY OF GROVELLING AND SUCKING UP–LET'S MOVE ON NOW TO BACKSTABBING.
Chapter 6
pg. 209
TRUCKING MANAGEMENT 101

Fore Way Closes Doors

Intrastate deregulation and other pressures in the freight industry have forced another small regional carrier to close its doors. Fore Way Express, a regional LTL carrier, closed its doors on Jan. 5, costing 700 Teamster jobs in the upper midwest. Rumors of a buyout by other regional carriers circulated for a short time but by the new year the company had not secured a buyer and closed its doors. Fore Way weathered the same pressures of deregulation, downsizing, and consolidation that has affected the freight industry at-large, including several years of posting losses in the 1990s. Teamsters at Fore Way had been on an Article 6.2 wage reduction of between 10-15 percent for the past nine and one-half years.

While it's unlikely the union could have done anything to head off the closing, TDU activist Ken Scheuer noted, "If TNFINC would have done a company audit and formed a committee of members to review the company's operations, as stated under the wage reduction guidelines, we might have seen this coming. As it is we thought something was going to happen, but most people thought it would be a merger."

Earl C. Smith, a Michigan cartage company which operated under an Article 6 deal, also went out of business at the end of the year, another victim of intrastate deregulation.

Roadway CEO:

'Teamsters Better at What They Do'

Roadway CEO Michael Wickham is trying to make friends with his 15,000 Teamster employees, as part of making the spun-off Roadway Express a success.

"They (Teamsters) are better at what they do. I think the overall cost differential is mitigated greatly by the skill level and reliability of the Teamster work force," Wickham stated in a recent interview with the *Journal of Commerce*. He went on to say that he could live with the work rules of the NMFA. He frequently mentions that his father was a Teamster, a driver for Yellow Freight.

Let's hope he lives up to some of this good stuff, but keep our guard up.

Roadway Express, after splitting off from its parent corporation, also has set a goal of expanding into Japan and other Pacific Rim countries. Roadway presently has 23 terminals in Canada and five in Mexico.

The former Roadway regional carriers, now part of a separate corporation from Roadway Express called Caliber Systems, are uniting under the label of Viking Freight System. This will include the regional carriers Viking, Central Freight Lines, Coles Express and Spartan Express.

UNITED PARCEL SERVICE

Team Concept Meets Worker Resistance

When they're selling the team concept program, UPS is all for "communication" and "trust," but when it comes to members raising questions about how team concept will affect their rights, that's another story. Across the country, management is cracking down where members are talking about what team concept will mean for their union.

Milton, Pa., Local 764

In Milton, Pa., Local 764, UPS management was alarmed by the appearance of anti-team concept leaflets on the bulletin board, but found themselves in a bind. They knew they couldn't selectively censor by tearing down just the team concept leaflets, so they came up with a "better" solution. They tore down the bulletin board altogether.

This form of petty harassment has a chilling effect on union members' rights, but even more serious are the company's attacks against stewards who are active in the team concept fight.

Atlanta Local 728

At the Atlanta hub's Douglasville Center, Local 728 steward Randy Brown has been active in fighting team concept from the word go. When the International asked members not to participate in the programs until UPS negotiated the issues, the local began distributing flyers, holding meetings, and showing the video "Actions Speak Louder than Words."

After he spoke up against member participation in team concept in a PCM, management slapped Brown with a verbal warning and told him he would need "prior approval" to speak up in PCM's – a "rule" that never existed before.

After Brown attended a team meeting at the request of a driver who wanted representation, management tossed him out of the meeting and began spying on Brown's route the next day. In October, they fired him on trumped up charges of stealing company time.

That hasn't stopped Brown or Local 728. The firing is being taken through the grievance procedure and in the meantime Brown's been hired by the local to work as an assistant business agent.

New York Local 804

UPS doesn't like active stewards at Local 804 in New York any better. For more than 15 years, Teamsters at the Elmsford, N.Y., facility have been holding weekly union meetings off-the-clock, before they go to work. But when stewards started to distribute educational materials about team concept, UPS decided that respecting members' legal rights to hold meetings wasn't such a great idea after all.

In October, a division manager banned all union meetings at Elmsford unless members tell management what they'll be discussing in advance. Then he tried to fire two stewards on trumped-up charges of violating this policy. Local 804 has slapped UPS with unfair labor practice charges and is taking the discharges to arbitration.

You Are Not Alone

One of UPS's favorite tricks is to play the divide-and-conquer game with local unions that resist their team concept program. They tell the local unions that they are the only one who is opposing their program or that the local management team is all going to get fired because of the local's resistance.

This has led to a blizzard of letters from the elected representatives of locals to the members of other locals assuring them that their members are also engaged in this common struggle and that they are in full support of not participating in and resisting team concept until such time as UPS sits down with the IBT and negotiates an equitable agreement.

- "You are not alone in your efforts to resist UPS's team concept program," writes Les Turner, secretary-treasurer of Iowa Local 90.
- "We are your brothers and sisters who work at UPS throughout the Seattle/Puget Sound area and we thank you for standing strong in support of the International's position to not participate in UPS's Team Concept program until a negotiated settlement has been reached," from Bob Hasegawa, secretary-treasurer of Seattle Local 174.
- "If UPS approaches you with the Team Concept idea, ask them to contact the union – it's not your duty to train, supervise or possibly discipline your co-workers." John McCormick, president Chicago Local 705.
- The position of Milwaukee Local 344 on team concept and trainers is that "Employees should not voluntarily participate in the program ... While you may hear from management that the programs are working well in Wisconsin, including the Wausau center, I can assure they are not," from Paul Lovinus, secretary-treasurer of Local 344.

And the beat goes on.

UPS Bans Teamster Video

'Not With Our Electricity You Don't'

When the IBT produced the video "Actions Speak Louder Than Words" to show employees the unity-busting side of "Team Concept," UPS went ballistic. Noting that Teamster employees were asking to have the video shown on company premises, a blizzard of internal management memos suddenly appeared. "***Do not allow the video to be shown in any UPS facility.*** We will not allow our facilities to be used as a forum to spread disinformation and propaganda about our company," the Labor Relations Briefing for Management cried.

Acknowledging that despite the management prohibition many Teamsters were likely to see the video at off-site meetings, pages of management memos appeared purporting to show "Teamster inaccuracy" and the company's response – always glib, sometimes laughably transparent, their purpose was to train management in the corporate line on Team Concept.

In Allentown, Pa., Local 773 the creativity of stewards Dale Prutzman, Bob Boening and Butch Gomber overcame UPS's resistance. After being informed that they would not be allowed to use UPS electricity to show the IBT video they came up with an alternative. On Dec. 8 they sought out an understanding neighbor whose property is adjacent to UPS in Stroudsburg. They then ran an extension cord approximately 200 yards so that the drivers and preloaders (pictured above) could view the video. Thirty UPSers came in 45 minutes early to show their support for their stewards and their union. Standing outside in 25 degree weather they watched the video from the back of a 4x4.

If Team Concept is such a great idea, then why is UPS making it so difficult for their "new teammates" to see the other side of the story?

IBT Takes on UPS Subcontracting

On Jan. 16, Small Package Interim Director Ken Hall issued the following Titan message to all locals regarding subcontracting and mileage runs. We are reprinting it here so that all members and stewards will know IBT policy and can work to enforce it.

Since becoming the Interim Director in August, 1995, one of my major concerns has been that UPS is abusing Article 43, the contract provision that allows UPS to pay feeder drivers on a mileage basis or to subcontract premium services work under very limited circumstances. Often management is claiming that these runs have been approved by the IBT when it isn't true. In order to keep these misrepresentations from occurring, during our September and October regional meetings I announced that all runs must be reviewed by the local unions before sending their recommendations to the IBT for review. Subsequently, I revoked approval for Optimum Staffing, a premium service carrier which did not satisfy contractual requirements.

I have also indicated to UPS that the union is prepared to arbitrate the grievances concerning the hourly runs between Idaho and Oregon which were improperly converted to mileage runs, unless the grievances on that issue are resolved.

Now it has come to my attention that some locals are reaching agreements with UPS to convert hourly runs to mileage runs in violation of the contract. Other locals are being pressured to reach similar agreements with UPS or else lose the hourly work. This type of competition for work violates basic trade union principles and is forbidden by the IBT constitution. I direct all locals to cease and desist from reaching any agreement with UPS which allows workers to be paid on a milage basis unless the run satisfies the requirements of Article 43 and has been approved by my office. The union fought in contract negotiations to tightly restrict the circumstances when UPS can employ mileage drivers and we cannot allow UPS to ignore this contract language.

CARHAUL, UPS NEWS

Driveaway Supplement Ratified

About 1,000 carhaul Teamsters working under the driveaway supplement voted over two to one to accept the revised proposal. After rejecting an earlier proposal last November by the same margin, the Central/Southern-Eastern Areas Driveway Negotiating Committee went back to the table and hammered out some new improvements with the employers. The new tentative agreement was sent to the membership with the unanimous recommendation for approval by the negotiating committee. The new improvements include:

- Delay time pay for drivers if flights home cannot be arranged within two hours.
- Additional holiday pay of four hours extra pay for return trips which fall on a holiday, in addition to regular holiday pay.
- The ability to use one vacation day at a time after accruing three weeks vacation instead of four weeks.

Improvements won in the first round of negotiations include:

- Elimination of mileage adjustments which resulted in cuts in pay under the old agreement.
- The right to receive the balance of ten hours pay for breakdowns that occur on any day of the first leg of a trip.
- Recall rights for up to seven years.
- Up to 14 days to return to work after recall from layoff.

Increased pension, health and welfare benefits as well as monetary increases of $1.35 per hour and 3.375 cents per mile over the life of the four year agreement were also part of the total package.

Teamster carhaulers ratified a new master agreement in November ending a 32-day selective strike against Ryder, the nation's largest carhaul company. The new master contract was approved by 70 percent and all other supplemental agreements were ratified except for the driveaway supplement.

TDU has been a long-time advocate for the right to vote separately on supplements and at the 1991 IBT Convention we finally won that right along with other important constitutional changes. Driveaway Teamsters exercised their right and won improvements in their supplement that they wouldn't have been able to win before 1991.

UPS Team Concept

Shafted By The Company

How good is the word of UPS without contractual language to back it up? Gary Francis and several other UPS drivers in the former New Mex-Tex district recently found out. They participated in the company-sponsored "Delivering Our Future" program designed to award points for helping market UPS.

The International Shipment Acceptance Program awarded points for each 'Pickup-Point Checklist' submitted on an international package. The checklist was designed to make sure packages were correctly documented and thus able to clear customs at their various destinations. The program was introduced in November of 1994 and was to run through November 1995. Abruptly in March of 1995, as the New Mex-Tex district was restructured into several new districts, the program was abandoned without so much as an explanation to the New Mexico drivers.

Gary Francis, a New Mexico driver, claims his calculations of the points he would have earned under the program would have easily been enough for a Gateway Pentium computer, but he had to settle for what he had earned up to March of 1995.

"I have been promised a written explanation of how UPS can promise in writing one thing, and then turn around arbitrarily and negate the whole deal, but like most things not contractual at UPS, a factual explanation has not been forthcoming in over nine months," said Francis.

"I have to wonder about a company that can try to implement a Team Concept program and still arbitrarily negate their own written word." As a word of warning, Francis adds, "Don't participate in any Team Concept programs not negotiated by the International, and certified in contractual language."

Team Concept 'Nothing But Bad News'

David R. Dunn
Local 828, UPS
Mason City, Iowa

When I first heard of the IBT's strong stand against team concept I couldn't understand why. Wouldn't anything that brings Teamsters together to talk about common problems and concerns be good for everyone?

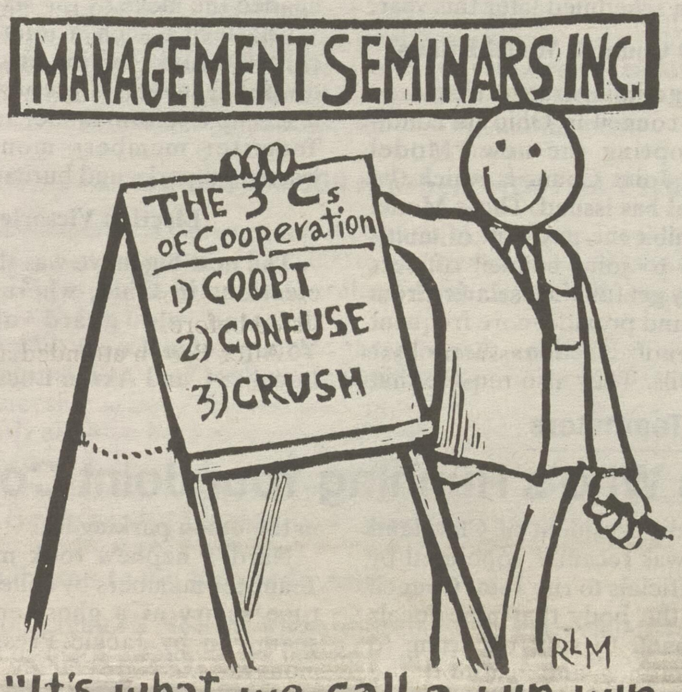
I did some research into the team concept and quickly found out that this program is nothing but bad news.

Team concept goes by many different names, but they all have the same dangers to unions. Some of the things that have happened at other companies that have taken part in a team concept program without contract protections are: more subcontracting, erosion of seniority rights, concessions on wages and benefits, more peer pressure, more job stress, "accountability" without real authority, less solidarity, and, worst of all, union busting.

There is no doubt in my mind that busting the union is the ultimate goal of UPS's team concept. We cannot buy into this program. We must fight it at every opportunity. Don't participate unless you are forced to do so, and if you are forced, file a grievance.

You don't have to believe me, you can find these same dangers out for yourself. Contact the Labor Studies Department of your state university. I'm sure they will have information that will confirm what I told you.

We must all stand together to put pressure on UPS, to force them to negotiate protections for us with the IBT. This is too important of an issue to sit back and let somebody else fight the battle. After all, when you retire from UPS you will only get two things, a plaque and a good Teamster pension. Which is more important to you? If it is the plaque for your wall, do nothing, because that is all you will retire with. If it is a good Teamster pension, we must all unite and fight to put a stop to team concept until UPS will negotiate it with the IBT.



"It's what we call a win, win, win situation!"

UPS & Downs

Thrift Plan Saved.

After four months of union resistance to UPS's Thrift Plan changes the company has agreed not to terminate the Thrift Plan. UPS has also agreed to the union's proposal to amend the Teamsters/UPS 401K plan to allow for rollover contributions from the Thrift Plan or IRAs and weekly after-tax contributions from payroll deductions. This program will replace the ability to contribute into the Thrift Plan through payroll deductions.

A key feature of this agreement is that all Thrift Plan participants who elected to withdraw their account balance under UPS's "window of opportunity" will be allowed to change their decision.

Stock Option Goes Limp.

As of mid-November only about 2,500 non-management employees (to the tune of $21 million) had availed themselves of the option to purchase UPS stock. While management is trying to put a positive spin on this number, given the huge number of Teamsters eligible for the offer and the window of opportunity designed to get people to opt for stock once they cancelled the Thrift Plan, the low number is surprising.

UPS Teamsters Respect Picket Line.

About 1,000 Manhattan buildings, including the World Trade Center complex, have been hit by a strike by the Service Employees Union which represents 30,000 handymen, doormen, custodians, elevator operators and porters in New York. UPS Teamsters have refused to cross their picket lines. As a result, many businesses are scrambling to get overnight letters and packages they need to do business.

The businesses have the option of making arrangements to pick up the packages themselves at UPS or a worker will come up and tell them if they have a delivery. The company must then send down employees to go through three or four lined-up trucks to see if they have anything. "It's really been difficult," said one management employee. "I have to send my men down to the lobby with luggage carts to take up 20 to 30 packages a day."

INSIDE OUR UNION

Model Bylaws for Joint Councils

Multiple Salaries to Disappear in Ohio?

Will the 75,000 Teamsters in Ohio be the first to quit paying any multiple salaries to officials? Remember, this is the state that gave us Jackie Presser, Harold Friedman, Les Singer and the Nardi family. But it could possibly happen, thanks to a couple of reform moves taking place, and thanks to the IBT election scheduled later this year.

New Joint Council, Model Bylaws

The Carey administration chartered a new joint council in Ohio on condition of adopting the new "Model Bylaws" for Joint Councils which the International has issued. These Model Bylaws prohibit the payment of multiple salaries to joint council officers (who already get full time salaries from their local) and provide more frequent and democratic elections than other Joint Councils. They also require that joint council meetings be open to rank and file members to observe.

The new joint council was launched when six locals in Cleveland requested that the International grant them a charter and allow them to split from Joint Council 41. Gary Tiboni, president of Cleveland Local 436, spearheaded the move by the six locals.

Chartering such a joint council is controversial. Critics charge that it divides Teamsters. Carey counters that it sets up a reform model and will save Teamster members money that is wasted on perks and bureaucracy.

Election Victories

The next big move was the round of elections in Ohio, where reformers defeated old guard officials in Youngstown Local 377, Columbus Local 284, and Akron Local 24, which together have 11,000 members. Locals 377 and 284 and also Local 836, which is in trusteeship, quickly moved to affiliate with the new reform council.

Mike Schaffer, the newly elected secretary-treasurer of Youngstown Local 377, told the press that the move would save Local 377 $24,000 a year that previously went to pay multiple salaries. "We ran on a reform platform, pledging better service for members at reduced costs." The new joint council will have a per-capita dues rate of $1.00 per month, compared to $1.50 in JC 41.

Old Guard Gets Religion

The old guard officials, seeing the popular move to abolish multiple salaries and save dues money, suddenly got religion. Leaders of the three Ohio joint councils got together within days and issued a statement that they were willing to combine into one council, and adopt the new model bylaws and lower the per capita dues to $1! Les Singer, Nick Nardi, and others who have soaked up this money suddenly decided, in an election year, to embrace this reform.

As we go to press, it is not clear what will shake out of this situation. One immediate question is, if the joint councils want to reform and combine, what would then be the purpose of the separate Ohio Conference, which pays out more multiple salaries and soaks up more dues money?

It looks like the combination of reform moves by the International and rank and file election victories, some spearheaded by TDU, continue to bring reform to our union.

NE Ohio Teamsters

Guess Who's Running Your Joint Council

Nick Nardi, president of Cleveland Local 416, was recently appointed by old guard officials to run Joint Council 41. This is the body that nine locals have petitioned to split off from, to save dues money and prohibit the council from paying multiple salaries.

Nardi got the job because he's connected to a family that old guard officials respect.

Nardi's older brother ran the juke box racket for the Mob and for Bill Presser. They took dues from members and payoffs from employers. In a mob power struggle, Nardi's brother was killed in a 1977 car bomb that exploded in the union parking lot.

Nardi's nephew took money from Teamster members by collecting a full-time salary as a ghost employee – a scam run by Jackie Presser to give money to the Nardi family.

Nardi heads JC 41, which spends only eight cents on the dollar for member services. The rest goes to attorneys, travel expenses, salaries and benefits for Teamster officials. Expenses for attorneys and automobiles increased by over 200 percent last year alone.

It's time to finish the job of cleaning up our union, and sweep out those who want to use it as a family business.

Hoffa in Fear

James Hoffa Junior is terrified, and has requested protection from the Election Officer.

On Dec. 22, Junior Hoffa wrote to the EO accusing attorney Paul Levy of efforts to "chill my rights" and "undermine the very foundation of the Consent Decree" through intimidation of Hoffa. He goes on to complain of "retaliation" and "harassment."

What's the source of this terror? It seems that Paul Levy, the respected attorney for Public Citizen who frequently represents TDU and numerous rank and file Teamsters, filed election protests against Hoffa.

That's it. File an election protest against Junior, and he needs federal protection. Is this the mighty Hoffa? Or is it the chubby whiner that was born on third base and now dreams that he hit a triple.

Chattanooga, Tenn.

Dad Hands Local 515 Over to Son

How is it that the old guard still believe that the union is their own private business to be handed down from father to son? After 30 years as head of Teamster Local 515 in Chattanooga, Tenn., Bobby Logan announced that he plans to retire next month. So what gives? Why would he run for a tenth term knowing he was going to retire in a matter of days after the election? You guessed it. He wanted to pass the local union on to his son, Frankie Logan. Poppa Logan feared Frankie couldn't get elected to the post so he conveniently arranged to step down and have his son appointed to the president spot by the local union executive board! Frankie will now finish out the term for his dad. All three years of it! Like a proud father, Bobby Logan boasts to a reporter, "He's been working with me for three years. I'll have my 30 years in on May 18 and I feel like it's time to go."

Springfield, Ill.

Gambling with Your Dues

In December, specific charges were filed against former Springfield, Ill., Local 916 president Gary Sullivan. An investigation by trustee Bob Knox revealed that between 1992 and 1994 Sullivan embezzled over $20,000 in union funds by obtaining cash advances at casinos in East Peoria and East St. Louis, Ill., as well as at Lake Tahoe. Of the 46 cash advances, 31 were issued to Sullivan at a place called "Par-A-Dice." In addition, Sullivan is charged with using union funds on various golf outings, a Florida fishing trip, and a variety of other personal expenses for both he and his wife.

Only $2,228 of the $62,807 in charged expenses by Sullivan over a two-year period could be documented as involving union business. The local was placed under trusteeship in July 1994 as part of the Carey administration's continued effort to clean up corruption in our union.

Trusteeship in Houston

Audit Reveals Hammond Shopping Spree

Ron Carey ordered an emergency trusteeship of Teamsters Local 988 in Houston after an audit revealed that Richard Hammond, president of the local, used the local union credit card to purchase personal items totalling nearly $28,000. Items purchased included two hunting trips to Mexico, two shotguns, various sporting equipment, hunting apparel, monogrammed luggage, silk underwear and other specialty items from some of the finest sporting outfitters in the country. His use of the union's American Express card was done with the approval of the local executive board despite the personal nature of the purchases.

Door Prizes?

Hammond claimed the items were purchased for door prizes to increase attendance at union meetings. However, all the items were delivered to Hammond's home address, with some items monogrammed with his initials. In addition to the above purchases Hammond refused to provide the auditors an explanation for 24 other purchases he made with a guns and ammunition retailer totalling $13,557.

IBT representative Jim Buck has been named trustee of Local 988 and a panel has been established to hear the allegations against Hammond.

Since the trusteeship was ordered on Nov. 20, other incidents of abuse have been brought to light. They include the discovery of a storage locker filled with personal items belonging to "Tricky Dick," including an illegal military explosive device, which police say was probably stolen from a military base, and evidence has been uncovered that he may have embezzled nearly $100,000 from a union health and welfare fund for which he was serving as both trustee and administrator of the fund.

For years Hammond has made *Convoy Dispatch's* "$100,000 Club" and has been notorious for accumulating the highest expenses of any union official in the country. In 1993 Hammond knocked down $75,000 in salary and a whopping $75,173 in allowances and expenses, totaling $150,253 from Local 988, with two other salaries on top of that. So why would he need the union to pay for his fancy toys and hunting trips? Perhaps we will learn more in the days to come.

The trusteeship of Local 988 is one of 60 ordered by General President Ron Carey since taking office in 1992.

'Real Teamsters' Hit by Election Officer

Diversion of Union Funds Exposed

The officials of 14 local unions, eight joint councils and two state conferences illegally diverted $116,187 into a disguised campaign fund, according to the Jan. 5 decision of the Teamster Election Officer (EO). Thanks to charges filed by three TDU members and by International vice president Tom Gilmartin, at least $79,398 of the members' money will be returned to the union.

In by far her most important decision to date, the EO found that the Real Teamsters Caucus (RTC) pretended to be an educational outfit, but in reality was created to divert union funds to the old guard's campaign against reform.

The 99-page decision details how the RTC scam was set up. Internal memos from the PR firm behind the outfit provided a blueprint for the real plans. Those memos were first exposed by TDU last year. The EO noted that "many of its (RTC) officers, initiators and key supporters are candidates for International office opposed to Mr. Carey and his team." She lists virtually the whole Junior Hoffa slate in that crowd.

The EO noted that the RTC tried to imitate TDU's network of Teamster activists, but by pilfering union dues money to do it. "Mr. Shinoff (the old guard PR man) recognized, as did many other comentators on the 1991 election, that without TDU's network of activists campaigning on Mr. Carey's behalf, he would not have won office. Unlike TDU, however, the RTC built its network with heavy reliance on union funds."

The old guard simply cannot resist taking union funds for personal use!

The EO threw out protests by Hoffa and others that Ron Carey was picking on the RTC for political purposes. The decision has been appealed by Hoffa, his PR man Leebove, and old guard attorneys desperate to keep their hands in the cookie jar. It has also been appealed by TDU's attorney, seeking the return of all funds taken from the members, not just the $79,398. The final outcome from the Election Appeals Master should come soon.

The EO has issued a number of other decisions recently, all involving more minor election violations. These have included such items as Chuck Mack (on the Hoffa slate) using his union phone for campaign purposes, various old guard local officials refusing to provide the list of work sites to rank and file candidates, and overturning the delegate election in North Carolina Local 71 because of employer contributions. The EO has also made several decisions against the Carey team, including that a *Teamster* magazine article promoting reforms in the IBT Constitution was campaign material, and that International vice president Tom Gilmartin had wrongly monitored a $250-a-plate Hoffa fundraiser in New York City.

How They Spent Your Money

Teamster officials all across our union justified putting members' dues money into their Real Teamsters Caucus (RTC) by calling it an educational outfit. But when they came under investigation, they were forced to produce records that showed they spent zero on membership education, and virtually all their money on campaign PR and their old guard campaign law firm.

Of the $80, 911.78 spent by the RTC in 1994 and 1995, $46,971.71 went to the PR firm of Delacorte/Shinoff and $25,935.90 to the law firm of Baptiste & Wilder. Of the remaining funds, $6,848.69 went to copying, mailing and fax services, $1,011.21 to rent two meeting rooms and $144.26 in bank charges.

TDU is appealing the Election Officers decision in an attempt to have even more of this money returned to the members.

Where the Money Came From

Officials of these locals were caught paying out members' money to an old guard campaign organization called the Real Teamsters Caucus. $79,398 has been ordered returned to their treasuries, and each of them will have to post a notice on all union bulletin boards for 30 days to inform members of these locals, joint councils and conferences.

South Carolina Local 28
Oakland, Calif., Local 70
Hayward, Calif., Local 78
New York Local 111
Boston Local 122
North Carolina Local 391
Florida Local 444
Chattanooga, Tenn. Local 515
Omaha Local 554
Los Angeles Local 630
Zanesville, Ohio Local 637
New York Local 840
Los Angeles Local 848
Connecticut Local 1150
Northern California Joint Council 7
Boston Joint Council 10
New York Joint Council 16
Utica, N.Y., Joint Council 18
Chicago Joint Council 25
Cleveland Joint Council 41
Los Angeles Joint Council 42
Dallas Joint Council 80
Texas State Conference
Ohio State Conference

Union Roudup

Connecticut Joint Council 64 in Trusteeship.

In December the International union placed Connecticut Joint Council 64 into trusteeship, marking the 60th time President Carey has used that power. The action came after an audit showed a series of improper financial transactions and other malpractices by joint council president Jack Powers.

Carey ran for office on a platform of cleaning up corruption, and pledged to set up an Ethical Practices Committee. The use of trusteeships has proven, however, to be his most powerful tool in cleaning up trouble spots in our union.

The JC 64 audit showed that on seven occasions in 1994, Powers obtained more than $7,000 in cash advances on his union credit card. More than $5,000 was obtained at casinos in Las Vegas and Ledyard, Conn.

Powers is an officer of the old guard Real Teamsters Caucus which was formed to use union funds to defeat Carey, and was slated to be on the Junior Hoffa Slate. However, this exposure of his use of union funds at casinos will likely cause the Junior Slate to find another worthy running mate.

Carey Orders Return of $400,000 Stashed with Law Firms.

In late November Ron Carey ordered officials of two large locals and one joint council to restore a total of $400,000 to union treasuries. North Carolina Local 391, Dallas Local 745, and Cleveland Joint Council 41 had stashed union funds with law firms.

Teamster officials in control claimed that Carey was moving to put them in trusteeship, and so they took union funds out of union control for use against trusteeship action. This was back in 1994.

Apparently all three have now complied with Carey's order. Dallas Local 745 is headed by T. C. Stone, North Carolina Local 391 is headed by Jack Cipriani, who took over from R.V. Durham who retired in October, and Joint Council 41 is now headed by Nick Nardi. (See article page 6.)

Leebove Claims to Be Kennedy Aide.

James Hoffa Junior's PR man, Richard Leebove, recently claimed in print that he was formerly an aide to the late Senator Robert F. Kennedy. Actually Leebove was an aide to Lyndon LaRouche, a convicted racketeer who claimed that the Kennedy family was controlled by the Queen of England.

The *Boston Globe*, which ran an article that included Leebove's false claim, quickly issued a retraction. The retraction also noted that Leebove's claims that Ron Carey is controlled by the Mafia are also false.

The Election Officer, in her Jan. 5 decision on the rip-off of over $100,000 in dues money by the "Real Teamsters," declared that, "Leebove is a private publicist with a long history of opposing any reform efforts or reform candidates within the IBT. He has regularly performed services for various IBT affiliates opposed to Mr. Carey."

Yager, Kaiser, Rumore Lose in Court.

The federal District Court in Washington, D.C., has dismissed the claim of former Teamster officials Jack Yager and Brendan Kaiser that they were unfairly ousted from the union. Yager and Kaiser refused to comply with directives from the International regarding changes in grievance panels, and conspired with carhaul employers to block changes.

The court dismissed all their claims of bias and noted that it had "no doubt that plaintiffs and the Carey administration are bitter political enemies; however, plaintiffs cannot use this court to avenge Carey's apparent political victory."

Anthony Rumore, president of New York Joint Council 16, lost a similar case against the International and vice president Aaron Belk. Rumore claimed that Belk was trying to suppress his rights to free speech. Belk wrote a letter to Rumore as JC 16 was holding a seminar in an effort to combat trusteeships by the IBT. The court ruled that Belk's letter was fine, and refused to hold a trial on the matter as the facts were clear.

Giacumbo Ousted for Embezzlement, Vote-Padding.

The Independent Review Board (IRB) has suspended IBT vice president Gene Giacumbo from the union for six months and fined him $1,600 after he was found guilty of embezzlement of union funds, double dipping on expenses, and padding union rolls in Local 843 to gain votes.

The offenses were committed when Giacumbo was president of 400-member Local 843 in Newark, N.J. After one term he was voted out by the members.

Giacumbo was elected vice president in 1991 on the Ron Carey Slate but soon jumped the fence to the old guard side. Junior Hoffa and other old guard officials have formed a "Giacumbo Defense Committee" to back Giacumbo's claim that he is the victim of a plot that includes the U.S. Justice Department, TDU, Ron Carey and federal judges.

ELECTION NEWS

Lose But Stay in Office?

Sore Losers

In a number of local unions, old guard officials who lost elections actually tried to subvert union operations on their way out the door. Some took huge bonuses or severance payments; some dumped files all over the floors; some became ghost employees for a month, drawing salary without working; and some even attempted to refuse to leave office.

Keep in mind these officials have spent years proclaiming what "real Teamsters" they are, and that TDU reformers are out to destroy the union. Who are the destroyers? Read on.

Nashville

After conducting and losing the election in 3,700-member Nashville Local 480, the outgoing administration of Peter Cheng left the union hall in a shambles. Juvenile acts such as plastering the hall with "TDU Sucks" stickers and dumping important files onto the floor were what the newly elected officers encountered on their first day in office. They also discovered that not much union business or representation was conducted by the former officers during the period between the vote count and their leaving office. Perhaps this was done as a parting shot at members who voted against Cheng, a big supporter of Junior Hoffa.

Columbus

In Columbus Local 284 the reform slate led by Harold Powell defeated "Porky" Speakman. Speakman and the other old guard officials then cleaned out the treasury by taking over $176,800 in severance and accrued vacations. The new officers had to get an immediate loan to maintain union functions.

Generous "Christmas bonuses" were also handed out by defeated officers in Youngstown, Ohio, Local 377.

Detroit

When Steve Hicks walked into the union hall on Jan. 2 as the newly elected president of Detroit Local 283, he was greeted by four of the former officials who turned over the keys to the hall and demanded a week's pay for showing up. They also demanded back vacation pay and vacation pay for 1996! They had already given themselves "Christmas bonuses" after losing. Hicks also discovered that several of the offices had mysteriously been vandalized, leaving door frames broken. The door to the president's office had the lock assembly broken completely out. It is uncertain if anything is missing other than the petty cash.

Hicks and the newly elected executive board have lowered salaries and plan to open the union to membership input.

Vote Till You Get it Right

Hicks and many other rank and file challengers would never have taken office if Ron Carey had not won the 1991 election. The old guard simply would have stayed in, and the International would have invalidated the election. The Carey administration ended this theft of the members' rights, but prior to 1991 it regularly happened.

Hicks saw this happen six years ago in Local 283, when Don Stone defeated the incumbent, International vice president George Vitale. Vitale's friend and attorney, Junior Hoffa, set it up with the International to keep the losers in office and invalidate the vote.

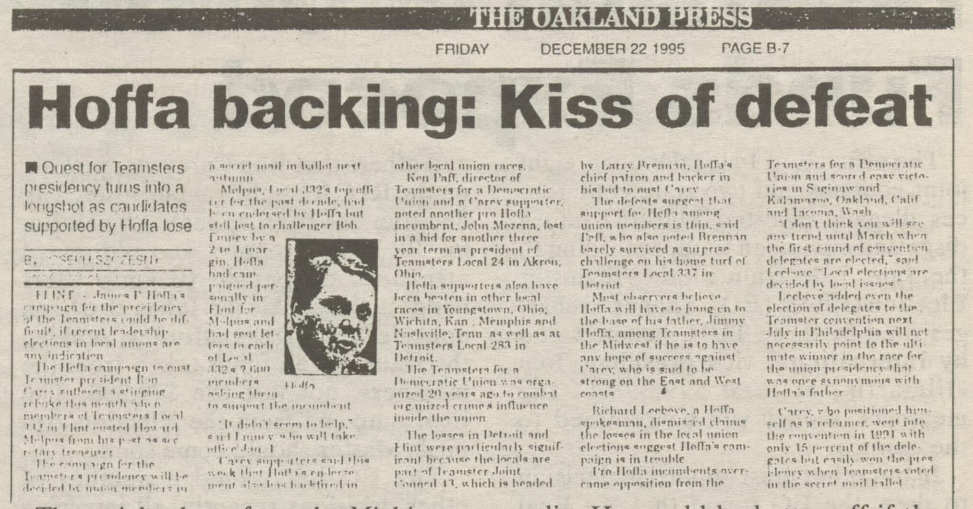
This year, many incumbents tried that old trick, including in Philadelphia Local 463, Youngstown, Ohio, Local 377, Nashville Local 480, and Detroit Local 283.

The Meaning of the 1996 IBT Vote

Could this be why one big reason the old guard want Junior to be IBT president? Imagine having assurance that if you get voted out, the election will be invalidated.

In November of this year you will get a ballot. You can vote for the Junior Hoffa slate, composed of those "real Teamsters" who would destroy your grievance files if you vote against them, and who will give assurance to old guard officials that if you vote them out, there will be a rerun. Or you can vote for the Carey slate, which is working to end these practices.

Becki Clemerson
Newly elected Trustee of Local 783
Louisville, Ky.
Candidate for delegate
"Don't take your union membership for granted. I joined TDU and in less than a year I am an officer in my local and running for delegate in support of Ron Carey and reform. You too can make a difference. Get involved!"



THE OAKLAND PRESS
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Hoffa backing: Kiss of defeat

■ Quest for Teamsters presidency turns into a longshot as candidates supported by Hoffa lose

By [illegible]

FLINT — James P. Hoffa's campaign for the presidency of the Teamsters could be difficult, if recent leadership elections in local unions are any indication.

The Hoffa campaign to oust Teamster president Ron Carey suffered a stinging rebuke this month when members of Teamsters Local 332 in Flint ousted Howard Molpus from his post as secretary treasurer.

The campaign for the Teamsters presidency will be decided by union members in a secret mail-in ballot next autumn.

Molpus, Local 332's top officer for the past decade, had been endorsed by Hoffa but still lost to challenger Bob Finney by a 2 to 1 margin. Hoffa had campaigned personally in Flint for Molpus and had sent letters to each of Local 332's 2,600 members asking them to support the incumbent.

Hoffa

"It didn't seem to help," said Finney, who will take office Jan. 1.

Carey supporters said this week that Hoffa's endorsement also has backfired in other local union races.

Ken Paff, director of Teamsters for a Democratic Union and a Carey supporter, noted another pro-Hoffa incumbent, John Mozena, lost in a bid for another three-year term as president of Teamsters Local 24 in Akron, Ohio.

Hoffa supporters also have been beaten in other local races in Youngstown, Ohio; Wichita, Kan.; Memphis and Nashville, Tenn. as well as at Teamsters Local 283 in Detroit.

The Teamsters for a Democratic Union was organized 20 years ago to combat organized crime's influence inside the union.

The losses in Detroit and Flint were particularly significant because the locals are part of Teamster Joint Council 43, which is headed by Larry Brennan, Hoffa's chief patron and backer in his bid to oust Carey.

The defeats suggest that support for Hoffa among union members is thin, said Paff, who also noted Brennan barely survived a surprise challenge on his home turf of Teamsters Local 337 in Detroit.

Most observers believe Hoffa will have to hang on to the base of his father, Jimmy Hoffa, among Teamsters in the Midwest if he is to have any hope of success against Carey, who is said to be strong on the East and West coasts.

Richard Leebove, a Hoffa spokesman, dismissed claims the losses in the local union elections suggest Hoffa's campaign is in trouble.

Pro-Hoffa incumbents overcame opposition from the Teamsters for a Democratic Union and scored easy victories in Saginaw and Kalamazoo, Oakland, Calif. and Tacoma, Wash.

"I don't think you will see any trend until March when the first round of convention delegates are elected," said Leebove. "Local elections are decided by local issues."

Leebove added even the election of delegates to the Teamster convention next July in Philadelphia will not necessarily point to the ultimate winner in the race for the union presidency that was once synonymous with Hoffa's father.

Carey, who positioned himself as a reformer, went into the convention in 1991 with only 15 percent of the delegates but easily won the presidency when Teamsters voted in the secret mail ballot.

The article above from the Michigan ***Oakland Press*** *sums it up: Hoffa's backing seems to more of a hindrance than a help for candidates for local office.* ***Convoy Dispatch*** *has previously reported on elections where candidates endorsed by Hoffa were defeated, such as Phoenix Local 104, Chicago Local 705 and New Jersey Local 843. Below are more recent examples.*

Kiss of Defeat: Flint, Mich.

Flint, Mich., Local 332 Secretary Treasurer Howard Molpus was so close to Junior Hoffa you could not see daylight between them. Junior walked the docks to campaign for Molpus, who likes to wear a "TDU Sucks" pin. Junior held a fund raiser for Molpus. A letter signed by Hoffa with his picture was mailed to every member, urging them to vote for Molpus, Hoffa's man.

In December the 2,600 Flint Teamsters voted Molpus out of office, electing challenger Bob Finney and his whole slate by a two to one margin. The loss was the second in Michigan in as many months for special friends of Junior Hoffa.

Kiss of Defeat: Akron, Ohio

The 2,100 Teamsters in Akron Ohio know about Junior Hoffa. They all got a letter from him, they've seen him on the docks, they've seen him in the media. He would be better off if they didn't know him so well.

This is a freight local. Roadway and CF have breakbulks here, and other carriers have terminals also. Hoffa's big focus is that he will bring back the old guard policies in freight and get great results.

In December, they voted his pal John Mozena (who nominated R.V. Durham in 1991) out of office by nearly a two to one margin, and elected a new slate of TDUers and other reformers led by Jake Adams.

Kiss of Defeat: Stockton, Calif.

The 4,000 cannery workers in Stockton, Calif., had a chance to see a bit of Hoffa. He came through town for a "photo-op." He posed for a picture to make a flyer to campaign against the incumbent secretary treasurer, TDU leader Lucio Reyes.

The flyer, which included a slam against Diamond Walnut Teamsters who are on strike, showed Hoffa's picture and was entitled "Where's Lucio?" The answer came when the votes were counted: Lucio is still in office, sweeping all positions with a strong majority.

Hoffa posed for another picture with a candidate against Reyes. That candidate received exactly zero votes for secretary-treasurer.

St. Paul. Minn.

Yates Cites 'Confusion,' But Loses Bid for Walk-in Vote

In September 1995, St. Paul, Minn., Local 120 submitted a three-page response to the Election Officer (EO) requesting a walk-in ballot for their delegate election this winter. The EO had made it clear that all elections would be by mail ballot unless there were compelling reasons otherwise.

Local president Harold Yates, feeling he had just cause, argued a variety of reasons for a walk-in election, including the erection of a new union hall and the history of in-person balloting in the local. He even argued that "given the long history of conducting elections at the Local Union premises, there is the possibility that a mail ballot will cause confusion among the members and that at least some members will not vote because they believe the election should or will be conducted at the Local Union offices. ..."

Facts Show Different Story

Rank and file members in the local filed comments with the EO showing that the facts don't bear Yates out. In the 1991 delegate election Local 120 had a 15 percent (877 out of over 5,800 members) voter turnout at the local union hall. Later that year over 2,000 members, or 35 percent, cast their mail ballots in the election of International officers. Much to his embarassment, Yates, a supporter of the Durham slate, failed to provide the votes in his own local! These must be the "confused" members Yates refers to.

Sorry Harold, seems your theory doesn't hold. In fact, when more people vote, they vote against you. The EO has denied Local 120's request and ordered a mail-ballot election just like all other delegate races.

Teamster Democracy: Real or Fake

continued from page 1

A lot of us have been working for years to make this union democratic. We fought for the right to elect our IBT officers and convention delegates against all odds, and we won!

The responsibility is now on the members to get informed and get involved. And to study the two competing ideas of democracy being promoted within the Teamsters.

Old Guard "Reforms"

The old guard officials want democracy for officers, not for members. They want to rewrite the IBT Constitution to make their positions more secure.

They want to make it harder for the International to put corrupt locals into trusteeship, and to investigate corruption through the Ethical Practices Committee.

They want to strip the International's authority to direct the use of mail-ballot voting in local union elections. They want to eliminate the Election Rules and impartial Election Officer.

These are all designed to dilute the power of our Right to Vote when we elect our IBT officers, and to make it harder to get corrupt officials out of office.

Even more importantly, they want to protect their positions even if it means gutting the strength of our union.

They want to reduce the per capita dues paid to the International from $3.90 to $1.90. Instead of adding $2 to the per capita dues the locals pay to the International for a strike fund, they want to cut the International's funding by over 50 percent.

The International's income was $3.90 per member per month in 1983. Taking inflation into account, it's gone down by well over half. Now they want to cut it in half again!

At a time when unions are realizing we need more solidarity, more organizing, more resources for corporate campaigns, more resources to coordinate and involve members in political action, why would any leader propose to cut the resources of our International by half?!

Because they simply want to secure their own positions in locals and joint councils, and if the International is weak and powerless, they will be more secure. It seems the only thing they want union funds used for is their multiple pension and severance plans.

We want to end those multiple pensions, because we want to build a union where being an officer means leading the rank and file, not escaping from the rank and file. Also, we need the millions spent on multiple pensions used for organizing and other union purposes.

Rank and File Power

We have a totally different view of democracy. We want to empower and involve the members, to make the union stronger. We know that one local, even a large one, cannot combat multi-national corporations or union-busting. Our locals are shrinking as labor is under attack.

We believe in solidarity. Teamsters, teachers, auto workers ... all unions together. We believe more resources have to go into a strike fund, more into organizing that is coordinated nationally. We don't call leaders of these other unions "outsiders" and attack "mineworkers" as a dirty word, we call them our brothers and sisters.

We want to fund the strike fund adequately, with mandated funding in addition to the International's present income.

We want more resources put into organizing. Prior to 1991, our International hired only six (!) organizers, and most were somebody's relative. Carey has established an effective organizing department, but we have a long way to go, and that will take resources.

We want new reforms that put power in the hands of the members. We want each local to be able to change its bylaws for elected BAs, if that local so chooses. The old guard (who supposedly love "local autonomy") want to keep that prohibited. We want pension trustee accountability. They don't. Their old friends (who enjoy multiple pensions) control the two big pension funds.

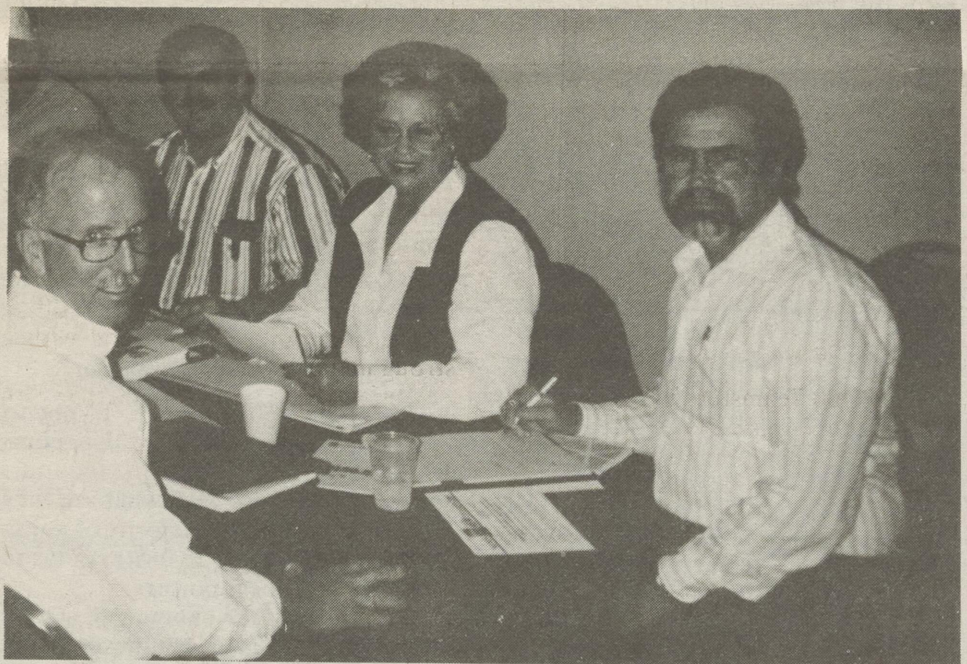
In short, we want to drive corruption out of our union, and draw the membership back into our union, to make it strong. The born-again "reformers" of the old guard can't touch that.

Our union is just starting to open up. And labor is changing, too. The Teamsters have recently taken a leading position in that change, to involve members, to develop new ways to campaign and new ways to build labor. Our union was recently part of electing a challenger to lead the AFL-CIO, a first.

If the Teamsters turn back from this direction, going back to the isolated locals with officers who build walls around themselves, we may lose our chance to make history. I don't think an informed Teamster membership will let that happen. We've come too far.

Martha Salas
Newly-elected president of Local 616
Fresno, Calif.
Alternate Convention Delegate

"I attended the TDU Convention as a visitor. I was impressed with the unity, commitment and dedication to building a stronger union. I am proud to say that before I departed, I joined the ranks of TDU. I since have become our local president. Keep up the good work and don't forget us here in Raisin Country." Sister Salas is also a shop steward at Yorkshire Dried Fruit & Nuts (Del Monte Foods).



From left to right: Jack Bradford, Ronnie Martin, Sandra Sons and Brady Wyatt of Nashville, Tenn., Local 480.

Victory in Nashville Local 480

Reformers who ran on a platform of restoring honesty and hard work to Local 480 and who pledged their support for Ron Carey won a stunning victory in Nashville, Tenn. The Ronnie Martin Teamsters Local 480 Slate beat incumbent Peter Cheng and won four positions on the executive board. Martin won as president, Brady Wyatt as secretary-treasurer, Jack Bradford as vice president and Jerry Seaborn as trustee. Other winning candidates were James Johnson, recording secretary, and trustees Tommy Barnes and Bill Reese. Congratulations to all.

"We've got our hands full," says Sandra Sons, who is part of the reform team working at the local. "They left this place a real mess but we will get it together. The greatest reward is the union hall is now bursting with activity, the place is full of members all the time. Many just come by to congratulate us and want to help."

Reformers won in Memphis Local 667 in an earlier election as we reported last month. These are the two largest locals in Tennessee.

"Reform has finally come to Local 480," says Martin. "The past is the past and we need to look forward, not backward. We will be running for delegates next and if the members really want to finish the job they will elect delegates that support Ron Carey and continued reforms."

We Must All Unite as Teamsters

Chuck Mosqueda
Local 795 president
Wichita, Kans.

My name is Chuck Mosqueda, new president of Wichita, Kans., Local 795. My slate, the Reform Slate, all won office also. A year ago many thought we were crazy to try for office, but if you don't try for change you have no one to blame but yourself.

My biggest dream is that we all come together as Teamsters and unite for the common cause: for all of labor to have the best working conditions and safest work places with the best pay and benefits that the employer can afford to give. I support Ron Carey in all his efforts to reunite our union. I admire him for his strength, leadership and dedication to educate and involve the members. Carey is doing what he can, but he needs all of our help. The path of the labor movement is once again moving forward, and our union has a chance to survive. But we all have to get involved. The old ways didn't work. But the new way of educating members and getting them involved is working.

I am dedicated to the members who elected me and my slate. I will listen and act to the needs of the members. They will once again be able to voice their opinions at our meetings. Our board has set long and short term objectives, and we will constantly review them to make sure we are on track.

The point I want to make is that we must all put aside our differences to keep our union strong. We have to stop the internal fighting. I won my election without slinging mud. Our members are intelligent and know when things are amiss. If you plan to campaign, tell the members what you will do to make things better. Mud slinging and accusations only hurt the union at a time when we are trying to rebuild. If there is something about the union that you don't like, then apply yourself and strive to change it. Only when we all work together will our union be strong and all members "proud to be Teamsters."

In my lifetime I hope to see an uncorrupt, united Teamsters union, and hopefully a labor party that would be there for all working people. It's a dream, but dreams do become reality. Just look at the Local 795 Reform Slate.

TDU Membership Survey

Members Say 'Finish the Job!'

A detailed survey answered by approximately 1,000 TDU members in December showed that the number one goal in the coming year is to campaign on the theme of "finish the job" that has been started inside our union.

The four-page survey covered a wide range of topics in several major categories.

Platform for Reform

Over 95 percent of respondents consider protection of the democratic rights we've won so far to be a top priority for the upcoming IBT Convention. Among new goals, most important were pension fund trustee accountability (especially in the Central States Fund) and providing an adequate funding mechanism to support $200 a week strike benefits while keeping the International solvent.

The right of locals to change bylaws to provide for elected business agents, and elimination of multiple salaries and/or salary caps were also cited as important goals.

Hoffa vs. Carey

About half (49 percent) of respondents report that Junior Hoffa is generating "some support" in their local. Only 4 percent report "very strong" Hoffa support, while 15 percent report "fairly strong" and 30 percent find only "weak" Hoffa backing. About half of TDUers find the Hoffa name to be a mixed blessing for his campaign.

Nearly 90 percent of respondents feel it will be important for Carey to visit their area in the months ahead, so that members have a chance to hear from him directly. While "finish the job of reform" is the number one theme suggested for Teamsters this year, TDUers also believe it is important for Carey to run on his record of reform, and that we need to remind members of the threat of going backward.

TDU Goals

Over 95 percent of TDU members agree that TDU has the right goals for the Teamsters union at this time. Quite a number of survey respondents also requested to start becoming *Convoy Dispatch* distributors, by receiving a small bundle each month. Others requested membership applications to recruit new members, and over $,3000 was donated along with the survey results.

The TDU staff and International Steering Committee thank all those who participated, and welcome continued input from TDU members and from all Teamsters.

Who Is a Reformer and Who Isn't

Reprinted from the Waterbury, Conn., Local 677 rank and file newsletter.

The IBT and some of its locals have had plenty of bad people on the inside over the years: murderers, embezzlers, you name it. But they are being weeded out.

This weeding out process has left four kinds of people: the unashamed old crew holdouts, the apathetic, the reformers and the reformed.

The reformed are mostly those officers who see the tide of reform coming in, and are trying to keep their positions by surfing the tide. But don't be fooled as to who is which.

The reformed may not be bad people, but they probably aren't genuine or serious either. They wouldn't be making changes unless their own career preservation were at stake.

Take past IBT presidential candidates R.V. Durham and Walter Shea. During the 1991 presidential campaign "Durham has remade himself from a quiet member of the ruling party into a campaigner for 'positive change' ... The chutzpah of Durham, and even of W. Shea, is enormous. Both have been on the inside of the union for decades, knew what was going on, but kept silent." (The *Nation*, 7-29-91)

A good union officer doesn't just wake up one morning and decide "today I'm going to take care of the rank and file" any more than a businessperson wakes up and decides "today I'm going to try to make money." Keep this in mind if you have trouble telling the reformers from the reformed.

Atlanta Local 528

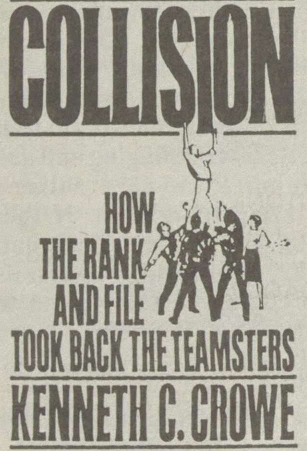
New Bylaws Give Members Democratic Rights

On Nov. 7, Teamster General President Ron Carey approved bylaws amendments that Atlanta Local 528 members had overwhelmingly voted for earlier in the year.

The amendments were one of the first acts of the new reform administration in the local and provide members with important democratic rights, including:

- **The right to elect union stewards.** The former bylaws had no provisions for elected stewards.
  Mail ballot elections. Walk-in elections conducted in the past were overturned for wrong doing. This bylaw will insure that this will not happen again in the local.
- **The right to vote on proposed salary increases for union officers.**
- **No use of union vehicles during vacations.**

If you want to find out more about how to propose bylaws amendments in your local, or to receive a copy of the International's Model Local Bylaws, contact TDU at P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600.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Elected Trustees

Pension Petition Drive Continues

Petition signatures in support of elected pension trustees for the Central States Pension Fund continue to roll in by the thousands as we go to press. Members from Cleveland to Miami and Memphis to Omaha are demanding a change in the way our major pension fund trustees are selected.

Pension fund accountability is a major issue for rank and filers in the election campaign. Respondents to the TDU Membership Survey labeled pension reform as one of their top two issues for the coming year. The present system of selecting trustees keeps the choice in the hands of a small circle of local officials far removed from the membership. We've watched the present trustees make our rules more restrictive, not less, and we've watched them change the rules in the middle of the game without any means of holding them accoutable for their actions.

Several delegate candidates have made pension fund accountability a part of their platform, using the petition drive to spread the message and build support for rank and file delegates who are committed to reform. They plan to go to Philadelphia prepared to put forward an amendment that would have the directly elected vice presidents in the Central and Southern regions serve as the union trustees in Central States. Al Adams, reform delegate candidate in Cleveland Local 407 says, "Every Teamster in Central States should support this petition. And at the IBT Convention it should be voted on 100 percent. It's been a long time coming and one of TDU's issues from the very beginning."

What Are They Waiting For?

The Junior Hoffa Slate, trying to look like reformers, has also committed itself to "pension accountability." The question is, what are they waiting for? The vast majority of union trustees of the major Teamster pension funds are Hoffa supporters.

The deadline for submitting signed petitions is Jan. 31. If you haven't sent yours in be sure and get them in soon. If you want to collect some more signatures in the coming weeks and need blank petition forms contact the TDU office at (313) 842-2600.

SAVE THE DATE!

1996
TDU Rank & File Convention
October 11-13
Henry VIII Hotel
St. Louis

LETTERS FROM OUR MEMBERS

TDU Helps Get Information Out

I do appreciate TDU for being on the ball. More often than not, TDU has supplied union members with the facts and information on issues before we have heard from the International.

As an active steward and organizer I have been challenged every step of the way by UPS management to properly inform our members about Team Concept/Reassessment and making sure that seasonal Christmas helpers join the union, even if some of them are hired as temps. I have been limited by management as to areas of our UPS building where I can be allowed to talk to these temps, but by giving them material to read, like Convoy Dispatch, TDU can do my talking.

John Aderhold
Local 764, UPS steward
Milton, Pa.

Involvement and Education

TDU has meant a great deal to me over the past years. TDU has provided the resources that keep rank and file members well informed.

Two things are very important in today's union environment: active members and education. I attended the TDU Convention in St. Louis last October. The convention was very inspirational, bringing together Teamsters with common goals and desires. I'm looking forward to our next convention and being part of Teamster reform, including re-electing Ron Carey as our Teamster president.

David Rau
Local 287, Emery Air Freight
San Jose, Calif.

UPS Strike and Chicago Politics

This is to correct your error of *Convoy Dispatch* issue of December 1995/January 1996 on the Local 705 strike vs. United Parcel Service.

The politics your article alludes to is either on the part of your editorial staff or of those who misrepresented the facts to you or both.

The facts are that Local 705 did not notify Local 710 of the strike. I arrived on the scene after confirmation that the picket line was sanctioned by Joint Council 25. In addition, other officials of Local 710 joined the picket line while I spoke to about 35 feeder drivers instructing them to honor the picket line, which they did.

The recently elected and inexperienced picket line captain, John McCormick, secretary-treasurer of Local 705, came to me and explained that a supervisor was going to take a load out and meet a driver. I advised McCormick to prepare some roving picketers with signs to follow the load and to set up the picketers wherever the load stopped. He agreed and thanked me for the advice. If that was politics then the *Convoy Dispatch* is a Hoffa supporter. I dare you to print this correction in its entirety, although I don't expect that you will.

James M. Ramirez
Local 710 president
Chicago

***Editor's Note:** We stand by our article on the strike, which included a note that Ramirez OK'd a driver to pull a load out if the supervisor took the truck through the gate. Ramirez's contention that Local 710 officials didn't know about the strike is impossible to believe since they are part of the joint council leadership that sanctioned it. As far as the "newly elected and inexperienced" leadership of Local 705, at least they took on UPS. Brother Ramirez, who was paid $283,492 in 1994 from the members' dues, should learn how.*

Order Convoy Dispatch By the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

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Solidarity or PR?

In the last issue of *Convoy Dispatch*, your desire to stoke the fires of solidarity caused you to miss the political realities of last fall's Minneapolis transit strike. When Governor Carlson suggested he might authorize the use of scabs to get the buses rolling again, Harold Yates, president of St. Paul Local 120, stepped into the limelight with Carlson.

The rally where Yates threatened to "shut down" Minnesota if scabs were used, was originally planned at the urging of many rank and filers as a rally in support of striking ***carhaulers***. It seems incongruent that at this weeks-overdue rally, staged not in the public eye but in the parking lot behind the union hall (why not in a closet?), Yates would be grandstanding about a state-wide sympathy strike.

Whatever else he may be, Governor Carlson is a savvy politician who knows what goes on in his back yard. His staff would remember, for example, that Yates did not have his 800-plus UPS members of Local 120 picket in the one-day walkout over higher parcel weights. So why would a sympathy strike for a non-Teamster local now be anything but a far-fetched bluff? Did Governor Carlson take it seriously? Get real.

To many, the events suggest two politicos in cahoots. Unfortunately, to many more they are an anesthetic that keeps the gullible believing that mere huffing and puffing can resurrect labor.

Sam Karam
Local 120, Roadway
St. Paul, Minn.

Pension Reform

There is one issue that will win the election for Ron Carey—pension reform.

All the freight companies are downsizing and streamlining. This is a fact of life. There are going to be jobs lost, and there is nothing we can do about it.

Most of the rank and file are smart enough to know that they are not going to make 30 years before retirement. The way the pension is set up only the 30-year men will have a good retirement. But we are running out of time. The freight companies are leasing their equipment and buildings. When the next contract comes around they are going to be ready.

The rank and file know this. We need to get a decent 20-year and 25-and-out retirement now. If Carey can apply some pressure on the pension trustees to give us 25-and-out at any age and something for 20-year workers, he will go back in on a landslide.

Charles Thrift
Local 891, Roadway
Meridian, Miss.

Change Method of Pension Contributions

It seems that every day I hear about people who have worked 20 to 30 years, and when it comes time for their retirement, somehow the pension fund comes up with rules that deny people their whole pension. How sad.

Maybe what is needed is a change in the way pensions are contributed to—maybe to an account number rather than a conference. I'm sure there's a better way. I don't want to have to beg for what I am entitled to.

Jim Rodriguez
Local 71, Yellow Freight
Charlotte, N.C.

In Tribute

On Dec. 11, 1995, a true Teamster passed this life on to the great local above. Brother James Larry Graef, 50, an 18-year Teamster, was the key man to start reform in Texas. He was the first challenger to the presidency of Houston Local 988 in 20 years. He and his tank driving brothers at Chemical Leaman started the reform fight over past bad contracts. The trusteeship that is presently in place would not have been possible without this brother.

Graef worked for Carey's election and helped to arrange Carey visits to Texas before and after the election. His union work was endless. He will be missed by all, most of all by me. Rest in peace in brother, gone but not forgotten.

Big John McClain
Local 988, Chemical Leaman Tank Line
Beaumont, Texas

Fight to Keep the Rights We've Won

Ron Carey should keep up the good work. Keep the pressure on the old guard ansd get them all out once and for all. The brothers and sisters of our union should be willing to fight to the death to make sure we never again lose the right to vote on all elections and contracts, and that majority wins.

All the retirees would like more money each month, me included, but we can't expect to get today's $1,500 to $2,000 a month when we retired 10 to 20 years ago.

B.B. Thomas
Local 886, Roadway, retired
Oklahoma City

TDU Meets

ARIZONA
Saturday, Feb. 17
1 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA
Second Saturday each month
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

AUSTIN, TEXAS
Sunday, Feb. 11
Time and place to be announced.

EAST BAY, CALIF.
Saturday, March 16
10 a.m.
Call (510) 653-3865 for information.

GATEWAY AREA CHAPTER
Saturday, Jan. 27
7 p.m.
Innkeeper Restaurant
Hwy I-40 & I-55, Hamel, Ill.
Guest Speakers:
Ken Paff, TDU National Organizer
Bill Urman, VP, Central Region

MINNESOTA
Sunday, Feb. 25
1:30 p.m.
Broadway Pizza
W. Broadway & W.River Rd.
Minneapolis

SAN ANTONIO, TEXAS
Saturday, Feb. 10
Time and place to be announced.

SAN JOAQUIN VALLEY
Saturday, Feb. 17
10 a.m.
Ramada Modesto, Sequoia Rm. A
2001 W. Orangeburg Ave.
Modesto, Calif.

SOUTHERN CALIFORNIA
Sunday, Feb. 4
9 a.m. to 10:30 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.

Your Union, Your Choice

Anne Toombs
Local 2000, Nothwest Airlines
Los Angeles

I am running for delegate on the Flight Attendants for Ron Carey slate in Local 2000. We must support the continuation of the reforms Carey and his team have put into action since their victory in 1991. We must ensure that the vital democratic right to elect the delegates we send to the convention is implemented for all future conventions.

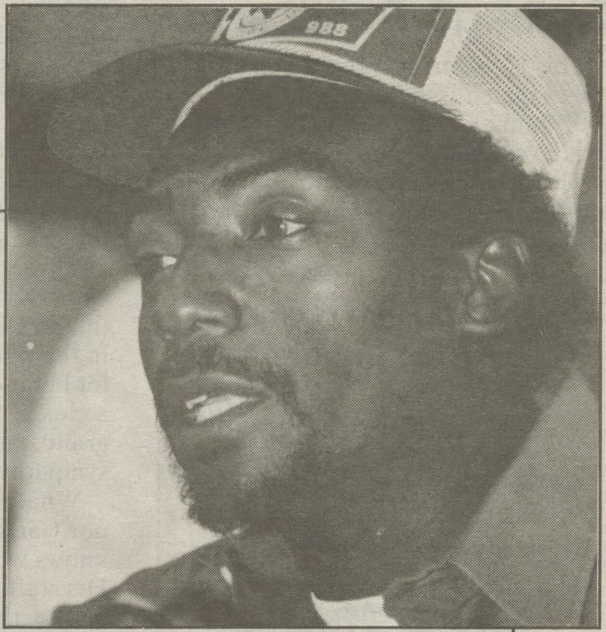
Carey has supported many democratic rights in our local, such as elected business agents and an elected negotiating council, that put more power into the members' hands. A victory for Carey and his slate will keep reform moving forward.

Joe Rockstroh
Local 355, UPS
Baltimore, Md.

The future of our union is at stake in the delegate elections. Some officals claim they will go to this convention as "uncommitted" delegates. What they don't want you to know is that they voted to take away your right to vote for delegates at the 1991 convention. They supported R.V. Durham in the last election, and will oppose Carey and reform in this one.

Carey has had to fight old guard officials, who tried to undermine contract negotiations, as well as the corporations. In 1991 the old guard invited UPS management to our Teamster convention!

We must run in these elections and elect those who support the Ron Carey Slate. Without enough delegates we could lose our union forever. Use your right to vote to help finish the job of reform.



Abel Mosley
Local 988, Roadway
Houston

Delegates at the 1996 Teamster Convention will decide the fate of our union and the direction it will take into the next century. We will either return to the old corrupt, undemocratic ways of the past, or continue the democratic reforms that the Carey administration is fighting to bring to the members.

I am proud to be running as a Carey delegate. We must finish the job that we started in 1991. We must re-elect Ron Carey and his entire slate and send the corrupt old guard packing. We took our union back in '91. The old guard is angry, and want to take it back. I say, "Not without a fight."

You Have a Choice

The time has come to make your choice. Working Teamsters like the brothers and sisters pictured here want to finish the job of reform and keep our union moving forward. In 1991 we made history and began to put our union back in the hands of the members. Today you have a choice to keep that movement strong.

Some people in our union want to go back to the corrupt days of the past. Some will go in any direction, as long as they keep their jobs. Elect candidates committed to the Ron Carey Slate and to finishing the job in 1996. It's your choice.